

City of Greensboro

Parks and Recreation Director

The City of Greensboro is seeking a Department Head for the accredited and award winning Parks and Recreation Department. The Director of Parks and Recreation assumes the role during a time of significant changes in the last few years such as leadership turnover, multiple retirements and transfer of park ownership, among others, resulting in a need for a passionate, creative, constructive and high performing leader who can build esprit de corps and realize the vision for the department by building on the substantial strengths of staff and community support.

The Community:

Greensboro, the third largest city in N.C., is located in Guilford County and with a diverse population of over 247000, is the largest city within the Piedmont Triad region, followed by Winston-Salem and High Point. With its temperate climate and close proximity to both the mountains of North Carolina and Atlantic Ocean beaches, Greensboro provides residents the best of both worlds. Once known as the “Gate City” for the large number of trains that passed through downtown, the city maintains its history as a transportation hub with its easy access to major interstates and highways.

Twelve colleges and universities in Greensboro and the Piedmont Triad provide Greensboro businesses thousands of well-trained and highly-educated people each year, adding to the city’s existing workforce. The bulk of the current workforce is divided between services, manufacturing, government, and retail trade. While there have been some business closings in the area during the past several years, Greensboro continues to have a changing and vibrant economy. Additional information about the City is available at www.greensboro-nc.gov.

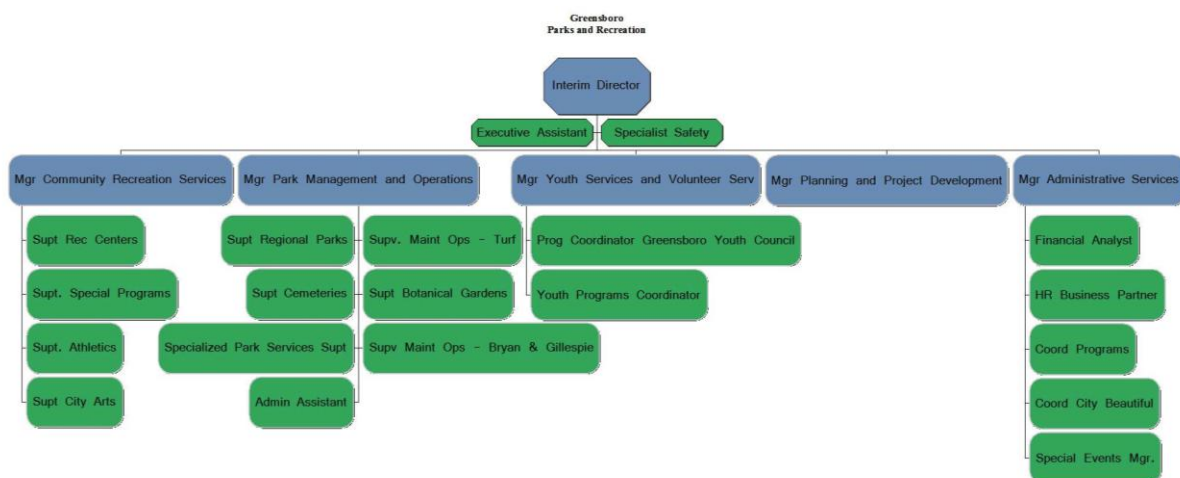


Parks and Recreation Department and Position Overview:

The City of Greensboro operates under a Council/Manager form of government. The City has approximately 3000 employees working across 22 departments. The Director of Parks and Recreation will report to an Assistant City Manager.

The individual selected for this key role will lead a Department of approximately 227 full and part-time and 450 hourly / seasonal personnel with an annual budget of \$ 19 million. The Department has undergone significant changes in the last few years such as leadership turnover, multiple retirements and transfer of park ownership among others, resulting in a need for a passionate, creative, constructive and high performing leader who can build esprit de corps.

Since 1933, Greensboro Parks & Recreation has provided outstanding programs and facilities for people of all ages, abilities, and from all walks of life. The Department is nationally-accredited by the Commission for Accreditation of Park and Recreation Agencies (CAPRA) and a three-time winner of the National Gold Medal Award for excellence in park and recreation administration. Guided by a 20-Year Comprehensive Master Plan, the Department plans, organizes, and conducts a diverse leisure service system of recreational, cultural, environmental, and athletic programs. Parks & Recreation operates over 170 facilities, including 129 neighborhood parks, four regional parks, three botanical gardens, seven swimming pools (three indoor pools), ten recreation centers, City Arts, a municipal golf course, 119 tennis courts, four municipal cemeteries, three watershed parks and over 90 miles of hiking and biking trails. Special facilities include the Greensboro Sportsplex, Simkins Indoor Sports Pavilion, Carolyn S. Allen Community Park & Athletic Complex, Folk Teen Center and Smith Senior Center. Year-round programs are designed for ages 15 months through senior citizens, including populations with special needs. The Department also plans and maintains park facilities and grounds, including lakes, trails and athletic fields. Further detailed information is available on the department's website at <http://www.greensboro-nc.gov/departments/Parks/>



Qualifications: As the Parks and Recreation Director, this person must demonstrate significant experience in a department with similarly diverse facilities and programming, serving populations of 100,000 or more. The candidate's work history must include well rounded experience across parks and recreation divisions with 10 or more years of successful and progressive levels of responsibility

culminating in a role equivalent to Director or an Assistant or Division Director. A relevant master's degree and CPRP certification are preferred. There is a residency requirement to live within thirty miles of the city limits of Greensboro or move within these boundaries within 12 months of appointment to the position. Hiring range is \$93,563-\$124,751 plus Executive Compensation Supplement (beginning salary will be commensurate with experience)

The Successful Candidate has a proven track record as

- an empowering leader equally dedicated to building a cohesive team throughout the department as well as the development of individual employees;
- a skilled collaborator who easily builds partnerships with multiple stakeholder groups such as other City departments, the Parks and Recreation Commission, nonprofit organizations such as Greensboro Beautiful, government entities such as Guilford County, Schools, and other entities to ensure delivery of the most effective and desirable services to Greensboro Citizens;
- a principled leader who values accountability while holding realistic and fair expectations of self and others;
- an excellent and effective communicator, including one on one, small groups and public speaking, who confidently and persuasively engages citizens, community groups, staff and Council;
- a proactive and effective problem solver and negotiator who leverages assets with opportunities;
- a lifelong learner who maintains knowledge of trends and initiatives regionally and nationally;
- an experienced financial manager who can creatively manage limited resources, work in partnership with fundraising boards and advocate for the department within the "results area" based budgeting system;
- an active participant in community relations through personal support of and engagement in departmental programs;
- a passionate educator and advocate for the department and its employees;

To apply for this position, please go to www.developmentalassociates.com, click on the "View Current Career Opportunities" button and then the **Parks and Recreation Director** link. *All applications must be submitted via the online portal.*

The recruitment and selection process is being managed by Developmental Associates, LLC. *All inquiries* should be emailed to greensborohiring@developmentalassociates.com. Additional information about the City is available at www.greensboro-nc.gov. EEO/AA Employer